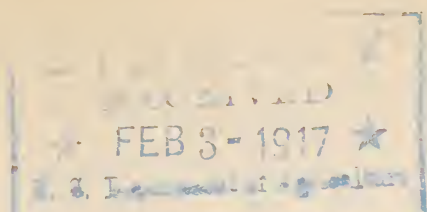


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ANNUAL CONFERENCE OF COUNTY AGENT LEADERS.

The Fourth Annual Conference of County Agent Leaders of the Northern and Western States was held at Washington, November 10 to 14, inclusive. This year, as last, the conference was held in connection with a similar conference of the State agents in the Southern States. More than 100 men, including 30 extension directors as well as 40 county-agent leaders and assistant county-agent leaders from the Northern and Western States, and 46 State agents, district agents, and specialists from the Southern States, were in attendance. Only four States were not represented at the conference. All in attendance contributed freely of their ideas during the discussions and manifested a desire to get suggestions from all those present. The conference also afforded an opportunity for each leader to meet and discuss, informally, the particular problems of his own State with the county-agent leaders who have been especially successful in handling similar problems in other States.

PROGRAM AT JOINT CONFERENCE.

Several addresses were given before the joint conference, including an address by A. C. True, Director of the States Relations Service, in which he emphasized the fact that these conferences are primarily for an exchange of ideas and making recommendations, rather than for establishing policies. Herbert Quick, a member of the Federal Farm-Loan Board, addressed the conference on the farm-loan act

and its application. The "Relation of the extension specialists to the county agent" was discussed by W. R. Dodson, extension director of Louisiana, and R. D. Hetzel, extension director, Oregon. The "Relation of the county agent to marketing activities" was presented by Fred Mutchler, extension director of Kentucky, and H. J. Baker, extension director, Connecticut, gave an address on the "Relation of the county agent to farmers' institutes, extension schools, agricultural high schools, and fairs."

The joint sessions during the forenoons of November 11 and 13 were taken up with eight-minute reports by a representative of each State on "What is worth while in county-agent work in 1916." These reports may be compiled and published later.

SEPARATE GROUP MEETINGS.

During the first two afternoons of the conference separate sectional meetings were held by the county-agent leaders and their assistants in groups representing the Western, North Central, Northeastern, and Southern States, respectively. In these group meetings subjects were discussed with special reference to the problems of particular interest to each group of States. Brief discussions were given by various county-agent leaders and representatives of the Washington office. The subjects which received the greatest amount of attention in the group meetings of the Northern and Western States were the following: The formation and use of the county organization to

cooperate with the agent, standardization of office equipment and records, planning the county program, drawing up projects, follow-up methods, and reports.

WORK OF SPECIAL COMMITTEES REPRESENTING THE NORTHERN AND WESTERN STATES.

The subjects considered in group meetings were not only discussed by the county-agent leaders in groups representing contiguous States, but they were taken up by special committees made up of county-agent leaders representing the various groups. Committees on reports, legislation, relationships, organization, projects, and cooperative associations and rural credits gave careful consideration to the most important fundamental principles and furnished the general conference committee, made up of three representatives from each section and a representative of the States Relations Service, with a written statement summarizing their conclusions. The reports of each section and of each special committee were then gone over and revised by the general conference committee and presented to a general meeting of all the county-agent leaders of the Northern and Western States, who received them favorably and in most cases adopted them unanimously as the sentiment and recommendations of all present.

REPORT OF THE GENERAL CONFERENCE COMMITTEE

The following is a brief résumé of the reports as received by the conference.¹

Reports.—County agents in reporting should give special attention to the narrative part of the report in order that it may present a clear idea of methods used and the results accomplished. Project reports should be prepared and submitted as soon as work on each project has been completed. The annual report of the county-agent leaders should include a complete narrative statement of the work done in the State.

¹ It is understood that the recommendations of the conference committee are not administratively binding on either the State agricultural colleges or the United States Department of Agriculture. They represent simply the consensus of opinion of the men actively engaged in county-agent work.

The following definitions of terms, supplementing the 1915 list, were recommended as a basis for the making of reports:

Days in office should include time spent in the county agent's office, at county-agent conferences, and any other work directly related to office administration.

Days in field should include all other days spent on official duty.

Letters written should include all single letters and the original copy of circular letters on official business.

Legislation.—It was not thought possible to draft a law that would be suitable for all States. Some of the fundamental features that such laws should contain were recommended as follows:

- (1) A statement of the cooperative relations existing between the county, State, and Federal Government.
- (2) A provision for the permanency of the work.
- (3) Special State appropriations to the agricultural college for county-agent work.
- (4) Method of appointing and supervising agents.

Relationships.—In counties having county agricultural agents all activities of the agricultural extension service should be arranged for through these agents. The office of the county agent should be recognized as the clearing house for all agricultural extension work with adults. The county agent should function as the local representative of the State college in all its dealings with farmers, as, for example, in arranging for farm-management demonstrations, and as the representative of the farmers in their dealings with the college, as in the case of securing the services of extension specialists. The county agent's relation to farmers in commercial organizations, including fairs, should be advisory and educational.

Projects.—Practically all work should be placed on a project basis, and no more projects should be undertaken than can be successfully carried through. Every county having a county organization, or contemplating one, should have a project on organization, giving methods of organizing or reorganizing and the plan of work for the organization. It was recommended that there should be a project on "standardization" in each county of the 33 Northern and Western States. This project should encourage farmers to grow crops

and live stock of uniform type and quality, with special attention to market demands.

As a basis for the consideration of projects the following definitions were recommended:

A county program of work is a plan for the improvement of the agriculture of the county covering a period of years.

A county project is a plan of work covering some part of the permanent county program of work and has for its purpose the solution of some local agricultural problem.

A State project is one in the development of which all or nearly all of the agents are engaged and has for its purpose the improvement of some agricultural condition of State-wide importance.

A district project is similar to a State project, excepting that it is applicable to a part of the State comprising several counties, whether contiguous or not.

Cooperative associations and rural credits.—

The conference expressed its belief that it is a legitimate service of the State and Federal Governments to furnish farmers with information which will enable them to develop greater economy and efficiency in securing their supplies and marketing their products, and that county agents may properly aid farmers upon request in an advisory manner in regard to organizing associations for the cooperative purchasing and selling of farm commodities. In no case should a county agent act as an officer of any such organization. The county agent may act as adviser and accompany an officially selected committee from an organization of farmers in his county for the purpose of purchasing breeding stock or seeds to be used by the organization represented, but he should not handle any funds or transact the business for the committee. The general satisfaction expressed by both farmers and county agents concerning the farmers' exchange list indicates its general adaptation and possibilities for service.

The county agent should be thoroughly informed regarding the Federal farm-loan act and its application.

Organization.—The conference recommends that one county organization be used for county-agent work with both men and women, and that where an organization already exists for agricultural work and where home-economics work is contemplated the existing

organization shall provide membership for women on an equal basis with men. For the purpose of administering these two lines of work there should be two executive committees, one dealing with agricultural work and the other dealing with farm-home demonstration work. The county organization should delegate to each such matters of detailed administration as can most naturally be handled by each committee. Administrative matters that may be delegated to the separate executive committees are as follows:

- (1) Making the annual budget for work.
- (2) Expenditure of funds provided for in budget.
- (3) Determination of projects.
- (4) Determination of policies peculiar to the work.

When dealing with matters of equal interest to both men and women, the executive committees should act jointly as the executive board of the county farm bureau.

This plan was recommended by the committee because it realized that the work of the woman county agent and the man county agent is of a similar nature, and it is only by the closest cooperation, not only in the planning of work but in carrying it out, that the greatest amount of service can be rendered most economically. Building up a separate organization for women would not only increase the work of keeping up an extra organization but it would also tend to prevent close cooperation and harmony.

General recommendations.—In connection with the foregoing reports, motions were passed as follows:

That a standard name "farm bureau" be employed in reports when the county cooperating organization is referred to.

That conferences of county-agent leaders in the Northern and Western States be held biennially and that sectional meetings be held on alternate years.

That the entire report of this conference be referred as adopted here to the committee on extension organization and policy of the Association of American Agricultural Colleges and Experiment Stations for their consideration.

That it be recorded as the sense of this meeting that there is a need for courses being established in agricultural colleges that will give men special preparation for extension work.

VISITS TO VARIOUS BUREAUS OF THE DEPARTMENT OF AGRICULTURE.

Since several county-agent leaders were interested in getting in touch with some of the bureaus in the Department of Agriculture which have material and information of special value to county agents, arrangements were made to give all who desired to do so an opportunity to visit these bureaus to see their exhibits and to have their work explained.

L. M. Estabrook, Chief of the Bureau of Crop Estimates, gave a brief address on methods of estimating crop productions and uses which may be made of the reports of that bureau. D. C. Ellis, of the Forest Service, discussed farm wood lots and their place in our system of farming. C. F. Marvin, Chief of the Weather Bureau, explained how the results of the work of that bureau may be made more useful to farmers by cooperation between the Weather Bureau, the States Relations Service, and the various State agricultural colleges. J. Warren Smith, of the Weather Bureau, gave an interesting discussion on the relation of crop yields to the seasonal distribution of rainfall and snowfall.

The Office of Public Roads was visited, and representatives of that office discussed the various lines of work they are doing and showed exhibits and illustrations of a model homestead and a model house, as well as farm and home equipment.

C. J. Brand, Chief of the Office of Markets and Rural Organization, gave a discussion of the organization and work of his office.

Visits were made to a few of the offices in the Bureaus of Plant Industry, Chemistry, and Animal Industry, where exhibits were shown, demonstrations given, and explanations made in regard to the following lines of work: Methods of growing soil bacteria for seed inoculation, seed identification, seed testing, crop diseases, animal diseases, cheese making, dairy equipment, jelly making, egg marketing, bread making, cotton standardization, marketing by parcel post, grading and standardizing packs in marketing, and farm-home conveniences.

A visit was also made to the photographic laboratory of the department, where several moving-picture films, available for the use of county agents and county-agent leaders, were shown. In order to make the best possible use of the time, three of the addresses of department representatives were given at one of the noon luncheons. J. A. Bonsteel, of the Bureau of Soils, gave a discussion emphasizing the importance of county agents becoming thoroughly familiar with the soil types and conditions in the various parts of their county as a basis for their suggestions in regard to soil management. W. J. Spillman, in charge of the Office of Farm Management, gave a brief discussion of farm-management investigation work and the use of farm-management principles in extension work. C. W. Thompson, of the Office of Markets, discussed some of the fundamental principles of rural organization.

The conference closed with a smoker and buffet luncheon, the purpose of which was to give the men a better opportunity of getting acquainted as well as having a final chance to discuss individual problems.

CONFERENCE HELPFUL TO ALL.

In conducting county-agent work the observations, joint deliberations, and conclusions of a large number of county-agent leaders are usually a safe basis for formulating certain general principles governing methods of conducting the work. Since this kind of extension work is comparatively new to all, the suggestions which the county-agent leaders, who are specialists in methods of doing county-agent work, will carry back to their agents and extension directors, should help materially to give unity and uniformity to this work. The conception which each man had of what is most worth while in county-agent work when he came to the conference may have been modified considerably by the opinions and experiences of those who took part in the program as well as by the men with whom he came in contact during individual conferences. This conference gave each man attending an

opportunity to get the opinions of at least 100 other county-agent leaders, assistant county-agent leaders, extension directors, State agents, specialists, etc., representing 44 States. In nearly every one of these States the supervisors and county agents have been especially successful in some line of endeavor. Some States, for example, have made good progress in placing their work on a definite project basis, while others still have their agents spending most of their time on miscellaneous work. Some have successful plans for organizing and using the county organization to cooperate with the agent, while others have no such assistance for their county agents. These discussions were much more satisfactory as a means for exchanging ideas than volumes of correspondence between different State leaders could be. Conferences of this kind help to standardize and give uniformity not only to the work but also to the methods of recording and reporting accomplishments.

The personal contact of the leaders separated by great distance and working under somewhat different conditions will help to give each man greater sympathy and respect for every other fellow worker, and all will be inclined to realize that they have many problems in common which may be solved by teamwork.

EFFICIENCY IN ORGANIZATION.

The following article, by County-Agent Leader Frank E. Balmer, of Minnesota, not only gives specific information about the way part of the county-agent work is conducted in certain counties, but also outlines some steps in organization of work which have proved successful and may serve as a suggestion to other county agents in handling their problems:

The present period is an age of organization. The promotion or extension of every new idea seems to call for an organization. Better roads, improved live stock, the public health—nearly any forward movement, it seems—may best be furthered if handled by an organization for that purpose. So extensively has the organization movement been promoted that many leaders are sounding warnings of over-organization. The fundamental principle underlying organization is to give efficiency. Multiplicity or duplication of organizations, or over-organization are

indicative of lack of cooperation with the resultant lack of efficiency.

In one neighborhood in Minnesota, lying in and around a small town, there are reported to be 66 organizations. This may be more than are found in most communities, but a careful count in any locality of all organizations having some connection with farming or farm life will often reveal a surprisingly large number. No doubt in the average agricultural county of Minnesota there are no less than 75 to 100 separate organizations having to do in some way with the county's agricultural development. Some of these organizations are working in one particular direction and some in another, and very often are found to be working at cross purposes with one another. The motives of each are good, but the relationships of each to the other are lost sight of even though the problems confronting them are similar.

One of the functions of the county farm-bureau association is to act as a clearing house for this situation. Organizations of all kinds cooperate to support a united program of progress, assisting where the purposes are common, not hindering where the united program leads into other lines than their own. At the farm-bureau headquarters all organizations, if they desire, may establish their headquarters, with some authorized person constantly in charge. Here they may establish relations with each other and arrange to cooperate if they wish. Here they may exchange the benefits of work and experience. Here they may study the extent of organization needed and avoid multiplicity of organization. The lack of organization or over-organization, if there be either in the county, will show itself in this way, and steps may be taken to develop or reduce the organization to the most efficient degree.

DEFINITE PROGRAMS DESIRABLE.

An outstanding feature of the present year's work by county farm-bureau associations and similar organizations consists of the adoption in each county, usually at a meeting of representatives from local organizations, of a definite plan or program of work for the year. The lines of work or projects chosen have consisted, as nearly as could be agreed upon, of the outstanding problems confronting the agriculture of the county. If possible an outline of the program of work for the year adopted by each county farm-bureau association in the State would be given, but a representative program will serve as an illustration of what the farm-bureau movement has contributed to efficiency in rural organization through definite planning of specific work.

Following is the program of work for 1916 of the Lac Qui Parle County farm-bureau association:

- (1) Organization and development of a county-wide farm-bureau association:
 - (a) To secure at least 500 members.
 - (b) To develop a strong advisory council and an efficient executive committee.

- (2) Farm-management demonstration:
 - (a) To take at least 60 farm records, tabulate same, return individual records to farmers from whom taken, to include comparisons with average and most successful farms.
 - (b) To assist farmers in the keeping of farm accounts through the distribution of farm-account books.
- (3) Boys and girls' club and contest work:
 - (a) To cooperate with school superintendents in boys and girls' club and contest work, such as (1) acre-yield corn, (2) pig raising, (3) bread making, and (4) canning fruits and vegetables.
- (4) Crops:
 - (a) Seed testing, to be conducted in part through the rural schools.
 - (b) Orchard demonstrations—a spraying demonstration in each community where the quantity of fruit grown warrants.
- (5) Live stock:
 - (a) Promotion of importation and breeding of improved live stock through cooperation with the Lac Qui Parle County Livestock Breeders' Association.
 - (b) Promotion of live-stock shipping associations.
 - (c) Cooperation with county fair in extending and improving live-stock exhibits.
- (6) Farmers' clubs:
 - (a) Cooperation with farmers' clubs in planning programs, arranging schedules, and developing projects.

ORGANIZATION OF THE EXECUTIVE COMMITTEE.

A distinct step in advance in simplifying the management of the farm-bureau projects in the county was initiated at one of the meetings of the executive committee of the Grant County Farm Bureau Association. The work for the year is so organized and divided that each member of the committee is to have charge of a certain project in cooperation with the county agent, A. L. Norling. The following distribution of assignments has been made:

COMMITTEES.

- I. Farm bureau organization (membership campaign, advisory council organization). H. B. Johnson, president, Farm Bureau Association.
- II. Farm-bureau news (advertising). E. E. Marple, secretary-treasurer, Farm Bureau Association.
- III. Finance. O. W. Jones, representing county commissioners.
- IV. Tiling demonstrations (exhibitions). John T. Linden, representing county fair.
- V. Crop improvement (farm-building plans). Wesley Beach, representing cooperative farmers' elevators.
- VI. Live-stock improvement. Gilbert Paulson, representing live-stock shipping associations.

VII. Orchard demonstrations. Peter Johnson, first vice president, Farm Bureau Association.

VIII. Farm-accounting and farm-management, summer and winter meetings. W. F. Wahlers, second vice president, Farm Bureau Association.

IX. Boys' and girls' club work. Miss Blanche L. Brennen, county superintendent of schools.

X. Cooperation between farmers' clubs, development of better marketing facilities. R. H. Harris, representing farmers' clubs.

Practically every project assigned bears some relationship to the work of the organized interest represented by each of the executive committeemen. By such organization they will make splendid advisers to the county agent in developing the program of work for the year.

HOG-CHOLERA CONTROL BOARD AS USED IN A MINNESOTA COUNTY.

The plan which has been followed by County Agent R. C. Pollock in Dakota County, Minn., has been very effective in keeping track of the outbreaks of hog cholera in Dakota County, not only giving the proper authorities a chance to treat this disease effectively, but also guarding against the wide spread of the disease. The plan is to appoint a control board of six or more directors in a locality as soon as an outbreak of cholera is reported and then to add to this board as seems necessary to cover the area. It is the duty of this board to report all new outbreaks of cholera and also to give the farmers information as to methods of treatment and plans for disinfecting the premises to prevent the spread of the disease.

Concerning the plan County Agent Pollock writes in substance as follows: The first outbreak of hog cholera in 1916 occurred about August 9, 1916, in the central western part of Dakota County. Since that time there have been 16 other outbreaks, as indicated on the diagram (fig. 1).

After the first two outbreaks of cholera were reported a board of six men was appointed to report all farms where there were any signs of sick hogs or hog cholera. These men also encouraged farmers to use recognized methods for prevention and control of hog cholera. As

new outbreaks occurred five more men, covering a wider area, were appointed to the board. The cooperation of this larger board enabled

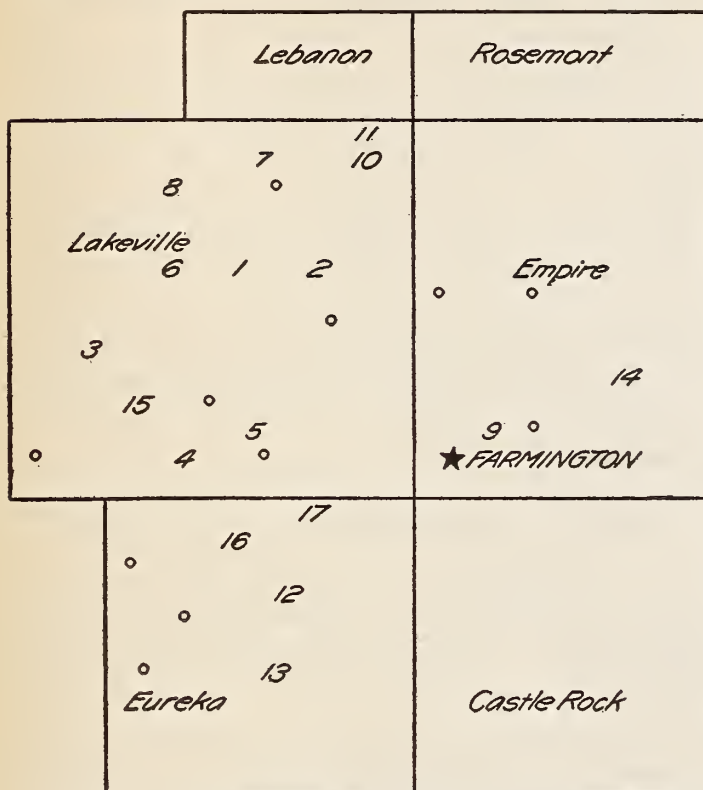


FIG. 1.—1916 hog-cholera section of Dakota County, Minn. Numbers indicate hog-cholera outbreaks in the order in which they occurred. Circles represent members of hog-cholera control board, who were appointed after outbreaks 1 and 2 had been located. Hog-cholera area is 9 miles north and south, 8 miles east and west. Outbreaks numbered 5, 8, 12, 16, and 17 were reported by members of control board and not by farmers owning diseased herds. Star indicates headquarters of county agent.

the farmer, the proper authorities, to check the disease and also to spread knowledge of the disease which will tend to prevent future outbreaks.

SUMMER FIELD DEMONSTRATION MEETING.

Too frequently field excursions and large demonstration meetings have failed to furnish definite and valuable instruction because of a lack of definite demonstrations, good publicity, organization of plans, and the cooperation of a large number of county and local committeemen. County Agent L. A. Toan and the farm-bureau committee of Monroe County, N. Y., in planning and conducting, in July, one of the largest and most successful field-demonstration meetings held in New York State by a farm bureau, furnished an example

of what should be done in making such meetings a success.

Several months before definite demonstrations had been planned in this county as a part of the county program of work, largely formulated by the farmers themselves through their representatives in the organization. Excellent publicity was given this demonstration meeting weeks in advance through the farm-bureau publications of several counties, the local press, circular letters, and through the agency of the farm bureau, committeemen, members, and supporters. All of the details of the meeting were carefully planned and the best of cooperation by local committeemen prevailed.

People were present from all over western New York. The Niagara County Farm Bureau sent nearly 300, and the Wyoming County Farm Bureau and the Orleans County Fruit Growers' Association about 200 each. In all nearly 2,000 fruit growers and farmers were in attendance. Four hundred automobiles brought the crowd. Everything was so well organized and carried out by the committeemen and their assistants that there was no hitch in the program and a great deal of definite and valuable instruction was given to those in attendance in spite of the large number. All of the orchards had been mapped and posted, information being given in regard to each. Programs had been printed in the Farm Bureau News, showing the location of the demonstration farms and other points of interest, with a description of each. Seven tractors plowed a 10-acre field, six apple orchards were dusted, inspections were made of four orchards where an effort had been made to control pear psylla, and five orchards where peach-leaf curl had been controlled by fall spraying. At noon addresses were made in a large factory building by three good speakers. The great success of this meeting was the result of three things: First, a strong series of demonstrations planned several months in advance and carried out successfully throughout the season; second, excellent publicity; third, good organization of plans and the best of cooperation by local committeemen.

FARM-MANAGEMENT DEMONSTRATIONS.

ONLY INTERESTED FARMERS INCLUDED IN DEMONSTRATIONS.

From one of the Indiana monthly reports of progress the following is quoted:

New men have been included in the second year's work only when they requested that a business record of their farm be taken.

A report from Vermont says:

In the second year's demonstration, records were secured from 22 men for the first time. These men were recommended by the county agent as being interested in the work.

A Minnesota report reads:

In 1915 the plan was to take records of the year's business from all farmers who would give such records. In 1916, however, the plan was to take records only from those men showing an interest in the work.

In the past many farm-management demonstrators have tried to secure farm-analysis record for all the farms in an area as is done in farm-management survey work. It was thought that each farmer who would give a record of his farm business would become interested in the work and cooperate readily the following years. However, as the foregoing reports indicate, it is continually becoming more evident that a farm-management demonstration is not a survey, but is essentially similar to other demonstrations. For a demonstration to attain the greatest success it must be thoroughly explained in advance. Before farmers agree to cooperate they should understand the purpose of the work and believe it will be of value to them.

Such cooperators are now being secured by preliminary work. A newspaper campaign, beginning several weeks or even months before work is to be started, together with meetings and circular letters, will explain the work to the farmers and give them some chance to judge of its value. By this plan a demonstration may be started at the very outset with men who have confidence in the work, and the chances for its success will be much better.

DEMONSTRATIONS STARTED WITH FARM ACCOUNT BOOKS.

Farm Management Demonstrator H. C. M. Case, in Illinois, reports that he has assisted county agents to start farm-management demonstrations in seven counties by placing 75 to 100 farm-business record books with interested farmers. This method of work has also been followed in some other States. Because of the nature of the plan careful preliminary work is necessary and the cooperators in the demonstration are selected men. Due to this and to the fact that any figures used are from their own actual accounts, it is thought the farmers will have more confidence in the demonstration.

HELPING A FARMER START AN ACCOUNT BOOK.

It is interesting to note the following report from Minnesota showing the value of help given a farmer in starting an account book:

Experience in several counties has shown that 50 to 70 per cent of the books placed in the hands of farmers during the winter are kept satisfactorily, while most of these books placed during the summer months are neglected. It should be kept in mind that in the latter case these books are placed when the county agent or demonstrator has little opportunity to explain the methods to the farmer and when it is necessary for the farmer to make estimates of the transactions between April 1 and the time of receiving the books. We are now of the opinion that it is not worth while to give much attention to starting account books with farmers during the summer except in the case of those especially interested.

These results strongly emphasize the necessity of helping the farmer start an account book by entering the inventories and those transactions that have occurred since the beginning of the farm year. By so doing, the farmer becomes familiar with the methods of keeping his business record and starts in with all entries up to date. A very clear explanation of the book and possibly a few follow-up visits to observe the progress made in keeping it are necessary during the first year.

EXTENSION WORK WITH FARM WOMEN.

NEW YORK HOME-DEMONSTRATION AGENTS IN CONFERENCE.

The New York Conference of Home-Demonstration Agents held in connection with the annual meeting of the county agents at the New York College of Agriculture October 30 to November 4, inclusive, proved to be a valuable meeting from the standpoint of the workers. Under the general headings of organization, projects, equipment, and relationships a strong program was worked out. In addition to the four home-demonstration agents, Mae L. Wells, Sarah Petit, Florence H. Freer, and Viola M. Godfrey, all the faculty members of the home-economics department of the college participated.

At a joint session of the county agents and the home-demonstration agents a plan for county organization was submitted by the committee on organization and indorsed by the conference. The substance of the plan follows.

Plan for county organization where both a county agent and a home-demonstration agent are employed.

1. *Organization.*—Your committee desires to indorse the plan of a farm bureau supported locally by a single farm-bureau association, and recommends that this association be divided, where both types of work are in force in a county, into an agricultural department and a home-economics department. Membership in each department will elect seven executive committeemen, one of whom shall be designated as chairman and one as secretary of the department. These executive committeemen will form an executive board for the department to determine all purely departmental questions, and the joint executive board of the two departments will constitute the executive committee for the farm bureau association. This committee will elect one other member from outside its ranks, will elect a president, vice president, secretary, and treasurer of the association from its members, and will represent the association in all matters of general administration.

2. *Relationships of agents.*—In order not to lead to complexity in office organization and in order to promote mutual assistance which is possible and altogether desirable, the committee recommends that the present plan of coordination and cooperation be maintained between farm-bureau agents and home-demonstration agents.

3. *Approval of subject matter.*—According to the terms of agreement, subject matter in home economics is subject

to the approval of the department of home economics at the New York State College of Agriculture. Specialists in the college will, when desired, assist home-demonstration agents in working out subject-matter projects.

4. *State-wide project.*—The committee recommends that while working for the upbuilding of home-economics education within the county, it should also support the department of home economics in the general home-economics projects of the State.

5. *Study clubs.*—The committee believes that the Cornell study clubs now existing should be regarded as a part of the county work, and be made a contributing factor to the county organization, since the counties are dependent upon such development for subject matter. It is believed that the department of home economics at the college should lend its largest support to those counties where they have a home-demonstration agent to promote their projects.

6. *Preparation of workers.*—The committee reaffirms its belief in the report passed in 1915 that the home-economics leaders shall have the same standard of preparation as that recommended for farm-bureau agents, which means that they have—

- (a) A college degree or its equivalent.
- (b) Technical training in home economics.
- (c) Housekeeping experience, preferably on the farm.
- (d) Adaptation to type of work.

7. *Membership.*—This committee recommends—

(a) That every home-economics club hold meetings open to all persons in the county, following the spirit of all extension service under State and Federal taxation.

(b) That there be a uniform fee of \$1 throughout the State for membership in the home-economics department of the farm bureau.

(c) That so far as possible there be uniformity of subject-matter projects throughout the State, not too numerous to effect good work leading to consecutive work covering a period of years, and upon which bulletins of the reading course can be written to afford a guide and a text.

BOYS' AND GIRLS' CLUB WORK.

BOYS' AND GIRLS' CLUB WORK AT EXPOSITIONS AND FAIRS

Springfield, Mass.—The Federal Congress appropriated \$15,000 for an exhibit illustrating cooperative extension work, but chiefly of boys' and girls' club work, at the exposition at Springfield, Mass., in October, 1916. Previous exhibits made by the Department of Agriculture had consisted largely of still exhibits. The plan approved for the expenditure of the funds appropriated for this exhibit included not only still exhibits but demonstrations and judging contests. The plans for the exhibit

were prepared by the State leaders in conference, subject to the approval of the Secretary of Agriculture. These plans provided for: (1) A still exhibit of things produced by boys and girls in club-project work; (2) the demonstration of better practices in agriculture and home economics by demonstration teams of boys and girls trained in their respective States

products, 168 exhibits of corn, 236 exhibits of potatoes, 39 exhibits of pure-bred pigs, 111 exhibits of poultry, 50 exhibits of eggs, 2,775 exhibits of garden products, 272 exhibits of bread, 100 exhibits of handicraft, and 551 exhibits of garments. These products were shown in a building 110 feet wide by 220 feet long, and a tent 80 feet wide by 160 feet long



FIG. 2.—A Connecticut team giving a canning demonstration at the exposition at Springfield, Mass.

and taken to Springfield; and (3) judging contests between teams from the various States.

The limited time for the execution of these plans made it necessary to send into the field special workers to assist the State leaders in charge of boys' and girls' club work to train these teams to gather the exhibits and to outline for the local leader of clubs the plans for the contests, demonstrations, and exhibits of the exposition. The still exhibits made by club members in the North Atlantic States consisted of 3,547 glass jars of canned food

was required to care for the overflow. The pigs and poultry were housed in this tent.

The girls of the demonstration team wore uniform white aprons and caps that displayed the 4-H brand emblem, and the boys used khaki aprons bearing the same emblem. During the entire exposition, which lasted for 10 days, teams from the various States demonstrated to visitors the cold-pack method of home canning. Other teams demonstrated bread making, the making of fireless cookers, caponizing, killing and dry-picking of poultry,

methods of preparing and laying out the home garden, testing of seed corn, treatment of potatoes for scab and cutting potatoes for seed, packing vegetables and fruit for the market, feeding and management of pigs, and carving of a pork carcass. In fact, demonstrations were given in all of the 11 projects that are now organized in the North Atlantic States.

At times the crowds gathered to see these demonstrations were so great that they interfered with the passage of the spectators through the building. Men and women went away confident that they could go home and do these things well because they had seen children perform the operations. They felt that the demonstrations were not the manipulations of trained experts but the work of boys and girls, and that anything which could be done by boys and girls could be done by them also.

Interested spectators gathered about the youthful demonstrators at the close of the demonstrations asking many questions and evincing interest that is not usually manifested in the demonstrations given by adults. In all, 90 demonstration teams took part in this exhibit during the 10 days that the exposition was open to the public.

One day of the exposition was set aside for the judging contests. Teams from the 10 North Atlantic States met in contests in judging cattle, pigs, poultry, handicraft work, garments, bread, garden products, canning corn and potatoes. One hundred and eighty teams assembled for these contests, every member of which was a club member.

At the close of the exposition, the products exhibited were returned to the club members. The educational value of this exhibit did not end with the closing of the exposition. The demonstrators went back into their home communities trained for demonstration work in certain projects, and they will be used by the local and State club leaders to demonstrate these same methods in their own and neighboring communities.

The training given these club members in the selection of products for exhibit at the exposition will enable them in succeeding years to prepare better exhibits for the local, township, county, and State fairs. The contests gave training that will enable them to conduct contests among club members in the home com-



FIG. 3.—Caponizing team from Pennsylvania giving demonstration in caponizing at the Springfield Exposition.

munity. The exhibit had an effect upon the people who attended the exposition, but the greatest value will accrue to the communities which for the entire year will have the trained demonstrators at work.

Madison, Wis.—In connection with the Wisconsin State fair at Madison, State Leader T. L. Bewick conducted a camp for club members at the State fair grounds. These club

members exhibited baby beeves, pigs, poultry, garden products, and canned goods. Four hundred and fifty club members of the State made part of the exhibit, conducting demonstrations and contests. Two hundred and fifty were regularly enrolled as members of the State Fair Camp. Eight demonstration booths were used to demonstrate the best methods in the projects exhibited. A single club of 23 members exhibited a carload of products. The club personally took charge of the transportation and erection of the exhibits and returned them at the close of the fair.

Spokane, Wash.—At the Interstate Fair at Spokane 123 county champions from Idaho and Washington were assembled in an encampment in connection with the boys' and girls' work. A regular program was provided, the morning being given over to lectures and demonstrations by experts before the boys and girls in the camp. In the afternoon the boys and girls gave demonstrations to the public in canning, sewing, cooking, and butter making. Contests were in progress on every day during the exposition. Stock judging, corn grading, potato grading, pig and poultry contests created considerable interest, at the same time preparing trained club members to work in the local communities. During the week these club members conducted experience meetings in which the various champions told their experiences and difficulties, and discussed better methods of securing larger yields and better

profits. Audiences of adults gathered at these experience meetings and realized for the first time the ability of the boys and girls to do the work that has usually consumed the energy and occupied the attention of men and women.

North Yakima, Wash.—At the State fair at North Yakima, Wash., in addition to the usual exhibit of products, demonstrations, and contests, State Leader T. J. Newbill and his assistant, Mrs. Elizabeth Jones, cooperating with the district leader, Miss Josephine Arnquist, put on a pageant in which 2,000 club members participated. There were 68 floats, upon which were staged tableaux indicative of the projects of the work in the State. Fifty automobiles carried the county-club champions from the counties represented, while the rank and file of the club members paraded on foot. State Leader Newbill had the hearty cooperation and support of the county superintendents of the schools in this pageant. Similar exhibits were held in Iowa, Oregon, Illinois, Minnesota, and Indiana.

Educational value of the exhibits.—These exhibits are illustrative of the educational value that may be secured with proper cooperation. The exhibit to have its greatest educational effect should not only interest the people in attendance at the expositions, but should send home into the several communities people who realize that a club demonstration is not complete until the club member is able to pass along to others the better practices he has learned.